

AGREEMENT BETWEEN
THE LOWER ALLOWAYS CREEK BOARD OF EDUCATION
AND
THE LOWER ALLOWAYS CREEK EDUCATION ASSOCIATION
COVERING THE PERIOD
JULY 1. 1995
TO
JUNE 30. 1998

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PREAMBLE

THIS AGREEMENT entered into this __12__ day of February, 1996, by and between the Board of Education of Lower Alloways Creek Township, Lower Alloways Creek, New Jersey, hereinafter called the "Board", and the Lower Alloways Creek Education Association, hereinafter called the "Association".

ARTICLE I

RECOGNITION

- A. Unit. The Board hereby recognizes the Lower Alloways Creek Education Association the exclusive and sole representative for collective negotiations concerning grievances and terms and conditions of employment for all certified teaching personnel employed by the Board including the school nurse.
- B. Definition of Teacher. Unless otherwise indicated, the term "teacher" when used hereinafter in this agreement shall refer to all recognized professional employees represented by the Association in the negotiating unit as above defined.

ARTICLE II

NEGOTIATION OF SUCCESSOR AGREEMENT

- A. Procedure. The parties agree to enter into collective negotiations over a successor agreement in accordance with Chapter 123, Public Laws 1974, in a good faith effort to reach agreement on all matters concerning the terms and conditions of teachers' employment. Such negotiations shall begin in accordance with guidelines adopted by P.E.R.C.
- B. Modification. This agreement shall not be modified in whole or in part by the parties except by an instrument in writing duly executed by both parties.

ARTICLE III

TEACHER RIGHTS

- A. Required Meetings and Hearings. Whenever any teacher is required to appear before the Chief School Administrator or his designee, Board or any committee member, representative, or agent thereof concerning any matter which could adversely affect the continuation of that teacher in his/her office, position, or employment, or the salary or any increment pertaining thereto, then he/she shall be given prior written notice of the reasons for such meeting or interview and shall be entitled to have a representative of the Association present to advise him/her and represent him/her during such meeting or interview.
- B. Criticism of Teachers. Criticism by an administrator or Board member of a teacher and his/her instructional methodology shall be made in confidence and not in the presence of students, parents or other public gatherings.
- C. Separability. If any provision of this agreement or any application of this agreement to any employee or any group of employees is held to be contrary to law, then such provision or application shall not be deemed valid and subsisting except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.

Teacher Rights, Continued

- D. Printing Agreement. Copies of this agreement shall be printed at the expense of the Board after agreement with the Association. The agreement shall be presented to all teachers.

ARTICLE IV

ASSOCIATION RIGHTS AND PRIVILEGES

- A. Use of School Buildings. The Association and its representatives shall have the right to use the school building at all reasonable hours for meetings. Approval shall be required after 5 p.m. by the Board President or his designee.
- B. Use of School Equipment. Subject to Board approval, the Association shall have the right to use school facilities and equipment (with the exception of the kitchen) including typewriters, mimeographing machines, and all types of audiovisual equipment, other duplicating equipment and calculating machines, at reasonable times after school hours when such equipment is not otherwise in use. The Association shall pay for the reasonable cost of all materials and supplies incident to such use, and for any repairs necessitated as a result thereof.
- C. Office Space. The Association shall be provided, without cost to it, adequate filing space in a building at a location and of a description to be mutually agreed upon.

ARTICLE V

TEACHER EMPLOYMENT

A. (1) Placement on Salary Schedule. In accordance with N.J.S.A. 18A:29-9, whenever a person shall accept employment as a teacher in this school district, his/her initial placement of the salary scale shall be at such point as may be agreed upon between the individual and the Board of Education, up to the total number of years past experience in public school education.

Additional credit on the salary schedule for military service, to a maximum of four (4) years, shall be given in accordance with N.J.S.A. 18A:29-11.

(2) Mid-Year Salary Adjustments. Mid-year salary adjustments shall be made in the second pay period in January, or in the second pay following the submission of proof of academic credits earned, whichever date is later, for those teachers acquiring credits that put them on another salary scale in the District.

B. Notification of Contract and Salary. Teachers shall be notified of their contract and salary status for the ensuing year no later than April 30th.

Teacher Employment, Continued

- C. Return of Contract. Teacher contracts are to be returned no later than June 1st. Failure of a non-tenured teacher to return a signed contract on or before June 1st shall be considered a waiver by the non-tenured teacher of any right to further employment by the Board of Education. Failure of a tenured teacher to return a signed contract on or before June 1 shall constitute an acknowledgement of the teacher of no objection to the terms of the contract.

ARTICLE VI

SALARIES

- A. Salary Schedule. The salaries of all employees covered by this agreement are set forth in the schedules which are attached hereto and made a part hereof.
- B. Method of Payment. When a pay day falls on or during a school holiday, vacation, or weekend, teachers shall receive their pay checks on the last previous working day.
- C. Final Pay. Teachers shall receive their final checks on the last working day in June, after all records, books, and financial obligations are in order.
- D. Ten (10 Month) Each teacher employed on a ten-month basis shall be paid in twenty (20) equal semi-monthly installments.
- E. Salem County School Employees Federal Credit Union. Each teacher may individually elect to have a designated percentage of his/her salary deducted from each pay under the rules of the Salem County School Employees Federal Credit Union.
- F. Tax-Sheltered Annuity. Teachers are permitted to authorize payroll deductions for contributions to a tax-sheltered annuity plan. The plan shall be approved by the Board, but the Association shall be entitled to propose a plan or plans to the Board. No liability shall attach to the Board as a result of the plan it selects.

Salaries, Continued

The authorization for a payroll deduction can be made only during the following two enrollment periods:

- (1) between September 15 and 30; and
- (2) between January 15 and January 30 for deductions effective the following pay.

Once the employee has designated an amount to be deducted, such amount may not be changed until the next enrollment. Any authorization for deduction under this section shall be made in writing to the Board Secretary.

ARTICLE VII

TEMPORARY LEAVES OF ABSENCE

Teachers shall be entitled to the following temporary, non-accumulative leaves of absence with full pay each school year, subject to the conditions set forth below.

- A. Personal. Two days leave of absence for personal, legal, business, household or family matters which cannot be conducted other than during normal school hours. Any request must be submitted to the Chief School Administrator on the appropriate form at least three (3) school days prior to the date of anticipated absence, except in case of emergencies. No more than two (2) teachers shall be released on any given school day. Such days may not be taken on the day before or day after a holiday unless the reason is approved by the Chief School Administrator.
- B. Bereavement. Up to five (5) consecutive school days at any one time in event of the death of a teacher's spouse, parent or child. Up to three (3) consecutive school days at any one time in the event of the death of a teacher's son-in-law, daughter-in-law, father or mother-in-law, brother, sister, immediate brother and sister-in-law. Bereavement leave shall commence the day after the death of the family member.

ARTICLE VII, Continued

- C. Funeral. One day shall be granted for the purpose of attending the funeral of grandparents, brother and sister-in-law not included in B above.
- D. Good Cause. Other leaves of absence with pay may be granted by the Broad for good reason.
- E. Sabbatical Leave. Sabbatical leave for full-time teachers in this unit, as such is defined in Article I of this Agreement is provided under the following regulations:
1. Sabbatical leave may be granted by the Broad only for the purposes of study, teaching scholarships and/or fellowships.
 2. Applicants must have completed a minimum of ten (10) consecutive years of teaching experience in the Lower Alloways Creek School District before being eligible for sabbatical leave.
 3. No teacher shall be given such leave of absences more often than once every ten (10) years.
 4. No more than one (1) teacher may be absent on sabbatical leave any time. If, however, a candidate approved for sabbatical leave prefers to limit his or her leave to one (1) semester, another member of the professional unit may be granted sabbatical leave for a period not to exceed one (1) semester.

ARTICLE VII, Continued

E. Sabbatical Leave, Continued

5. Applications for a sabbatical leave shall be made in writing to the Chief School Administrator on or before January 15 of the school year preceding the school year for which the leave is sought. All applicants for sabbatical leave shall be notified of the Board's final decision on or before February 28 of the school year preceding the school year or which sabbatical leave has been requested.
6. A criteria committee of three (3) teachers and three (3) Board members, or their designees, shall establish the criteria for the selection of teachers for the granting of sabbatical leave. Upon verification of the eligibility of the applicants by the Chief School Administrator, the Board shall have the responsibility of granting leaves on the basis of the criteria developed by the committee. The Board shall have the final decision as to whether or not a sabbatical leave is granted, the terms and conditions of the sabbatical leave.

ARTICLE VII. Sabbatical Leave, Continued

7. In the event that the teacher is on sabbatical leave for one (1) semester, he/she shall receive his/her full salary for the period, unless an additional teacher is granted a one (1) semester sabbatical leave during the same academic year, pursuant to the provisions of Paragraph 4. In such case, each teacher shall receive one-half (1/2) of his/her annual salary. In the event that a teacher is on sabbatical leave for the entire school year, he/she shall receive one-half (1/2) of his/her annual salary. Payment shall be made in accordance with the normal pay days in the district. In no event, shall a sabbatical leave exceed two (2) semesters.
8. A teacher who accepts a sabbatical leave of absence must certify in writing his/her intention of returning to the Lower Alloways Creek School system for two (2) years of active service after the end of the sabbatical leave. Such a person is assured re-employment (subject to provisions of the law dealing with seniority and reduction in force) and upon return, the teacher shall be placed on the appropriate step on the salary schedule which he/she would have achieved had he/she remained actively employed by Lower Alloways Creek Township Board of Education during the period of his/her sabbatical.

ARTICLE VII, Sabbatical Leave. Continued

9. If the teacher on sabbatical leave does not successfully fulfill the requirements of the leave, and /or the teacher does not return to active service in the district, the teacher shall be required to reimburse the Board the salary and tuition reimbursement paid to that teacher within one (1) year, except in the case of extenuating circumstances, to be decided in a case by case basis.

ARTICLE VIII

INSURANCE PROTECTION

- A. Full Health Care Coverage. The Board shall provide the health care insurance protection under the New Jersey Public and School Employee Health Benefits Plan which includes the basic plan, Rider J and Major medical coverage. The Board shall pay the full premium for each teacher, whether individual or family.
- B. Complete Annual Coverage. For each teacher who remains in the employ of the Board for the full school year, the Board shall make payment of insurance premiums to provide insurance coverage for the full twelve-month period commencing September 1st and ending August 31st.
- C. Description to Teachers. The Board shall provide to each teacher a description of the health care insurance coverage provided under this Article, within ten (10) days after the Board receives it, which shall include a clear description of conditions and limits of coverage as listed above.
- D. Dental insurance Coverage. The Board shall provide Dental Insurance coverage through the New Jersey Dental Service Plan, Inc. - Plan IIIA. The Board shall pay the full premium for each teacher, whether individual or family.

ARTICLE VIII. Insurance Protection, Continued

- E. Prescription Insurance Coverage. The Board shall provide a prescription drug insurance plan, with a \$1.00 co-pay for generic; \$5.00 co-pay for brand name.

The Board's liability for this insurance shall not exceed \$500.00 per employee for this term. The Board has the right to change to another insurance company in the future. If the total cost exceeds the cap set forth herein, the excess will be pro-rated amongst all employees enrolled in the prescription plan, regardless of coverage. Such excess shall be deducted from the employees pay.

- F. Vision Care. During the term of this contract, the Board will pay up to \$200.00 annually per teacher for vision care upon presentation of proper documentation. Claims against any budget must be presented for reimbursement during that fiscal year between July 1 and June 30. Claims submitted after June 30 will be reimbursed from the new fiscal year.

ARTICLE IX

TEACHER WORK YEAR, TEACHING HOURS, TEACHER LOAD

- A. In-School Work Year. The teacher work year for teachers employed on ten (10) month basis shall not exceed 187 days.
- B. Teacher Day.
- (1) Check-In - Check-out Procedure. Teachers shall be required to check in during the fifteen (15) minute period prior to their normal starting time. All teachers will be in their respective classrooms and prepared to receive students five (5) minutes prior to the normal student starting time.
- Teachers will be permitted to check-out ten (10) minutes after the normal ending time. The teachers agree to honor the requirements stated herein, notwithstanding past practice to the contrary.
- (2) Extra Pay for Extra Service. Any teacher who is required to work beyond the regular teacher in-school work year or required to work after the regular in-school work day for student instruction, tutoring, or bedside teaching, shall be compensated at the rate of \$20.00 per hour.

ARTICLE IX, Continued

C. Preparation Time. Every full-time teacher shall be given at least (5) duty-free periods per week in order to assist him/her in preparing for his/her course of instruction. To the extent possible, every effort will be made to provide one duty-free period per day for the purpose set forth above. The length of such period will be determined by the duration of the special course of instruction with which it is replaced. If a situation arises which precludes the granting of a preparation period on a given day, the teacher will be allowed an additional duty-free period within five (5) school days from the date of occurrence.

Preparation time for part-time teachers shall be pro-rated.

D. Extra-Curricular Activities. Teacher participation in extra-curricular activities which extend beyond the regularly scheduled in-school day may be required by the Board of Education when the Board of Education determines that such is necessary and in accordance with law. All extra-curricular activities shall be compensated according to the rate of pay set forth in Schedule D.

ARTICLE X

TUITION REIMBURSEMENT

- A. Post-Graduate Courses. The Board will reimburse eighty (80%) percent of tuition costs, as determined by the New Jersey State College rate, up to twelve (12) credits per year. Courses must have prior approval of the Chief School Administrator. Evidence of successful completion is required. As of the effective date of this Agreement, all courses which have been approved and successful completion is required. As of the effective date of this Agreement, all courses which have been approved and successfully completed in accordance with the above will be credited on the Salary Guide as set forth in Schedule A of this Agreement.
- B. Tuition Reimbursement. The Board will reimburse one hundred (100%) per cent of tuition for a one-day seminar, or workshop attended by a teaching staff member provided that the attendance at said workshop or seminar has the prior approval of the Chief School Administrator
- C. Mileage Reimbursement. Where attendance at a meeting away from school is required by the Board as a part of a teacher's job and where prior approval is obtained, the Board agrees to reimburse the driver at the rate of \$.28 per mile. In instances where more than one teacher is attending the same meeting, car-pooling shall be required and the Board will be required to reimburse solely the driver.

ARTICLE XI

GRIEVANCE PROCEDURE

- A. Definition. A grievance shall be defined as a difference or dispute between the parties relative to an alleged violation, misapplication, or misinterpretation of the provisions of this Agreement or administrative decisions which allegedly adversely impact on the terms and conditions of employment.
- B. Procedures.
- (1) Level One - Chief School Administrator. A teacher with a grievance shall first discuss it with the Chief School Administrator within fifteen (15) school days from the date of the event which gave rise to said grievance. The Chief School Administrator shall render a decision within five (5) school days after the date of the discussion.
 - (2) Level Two - Board of Education. If the grievance is not resolved to the grievant's satisfaction, he/she, no later than five (5) school days after receipt of the Chief School Administrator's decision, may appeal same to the Board of Education. The appeal to the Board of Education must be made in writing specifying: (a) The nature of the grievance; (b) The nature and extent of the injury, loss, or inconvenience; (c) the results of previous discussions; and (d) his/her dissatisfaction with the decision previously rendered. The appeal shall

ARTICLE XI, Grievance Procedures, Continued

be submitted to the Board of Education through the Chief School Administrator. The Board, or a committee thereof, shall review the grievance and shall, at the option of the Board, or at the request of the employee grievant, hold a hearing with the employee grievant and render a decision in writing and forward copies thereof to the grievant and to the Association within thirty (30) calendar days of receipt of the appeal by the Chief School Administrator; or if a hearing is held, within twenty (20) calendar days of the date of the hearing. The hearing referred to herein, shall be held within thirty (30) calendar days after the receipt of the appeal notice.

- (3) Level Three - Advisory Arbitration. If the grievant is not satisfied with the disposition of the grievance at Level Two, or if no decision has been rendered within the time limits established in Paragraph (2) hereof, he/she may, within fifteen (15) calendar days after the decision is rendered or the expiration of the time limits for a decision by the Board, whichever applies, request in writing that the grievance be reviewed by a third party. The following procedure will be used to secure the services of an arbitrator:

ARTICLE XI, Grievance Procedures, Continued

With in ten (10) school days after written notice of the request to submit the grievance to advisory arbitration, the Board and the Association shall attempt to agree on a mutually acceptable arbitrator or to obtain such a commitment, a joint request will be made to the Public Employment Relations Commission to submit a roster of persons qualified to function as an arbitrator in the dispute in question. The parties shall comply with the arbitration rules and regulations of the Public Employment Relations Commission.

The decision of the arbitrator shall be advisory to the parties, shall be in writing, and shall be submitted to the Board and the Association.

The costs for the services of the arbitrator, including per diem expenses, if any and actual and necessary travel, subsistence expenses, and the cost of the hearing room shall be borne equally by the Board and the Association. Any other expenses incurred shall be borne by the party incurring same.

- C. Meetings and Hearings. All meetings and hearings under this procedure shall not be conducted in public.

ARTICLE XI, Grievance Procedures, Continued

- D. Rights of Teachers to Representation. Teachers shall have the right to Association representation at any of the levels set forth above. Should a teacher choose to decline representation, the Association, through its designated officials, shall be informed of the nature of the individual grievance and be extended the opportunity to set forth its position on the matter. Failure by the Association to supply the Board with the aforementioned input within a reasonable time prior to the expiration of the time limits for a Board determination will be considered as an affirmation of the individual grievant's position.

ARTICLE XII

TEACHER EVALUATION

- A. Observation Procedure. At a pre-observation conference, the observer will provide and discuss with the teaching staff member the observation procedure, the observation criteria, and the data collection methods to be followed.
- B. Observation of Staff Performance. All monitoring and observation of teaching staff performance shall be conducted openly and with full knowledge of the staff member. Electronic devices, such as video tape, may be used to facilitate data collection with the consent of the teaching staff member.

ARTICLE XII, Continued

- C. Number of Observations. Non-tenure teachers shall be observed at least three (3) times during the course of the year. The first three observations of the school year shall take place no later than April 15. Tenure teachers shall be observed at least one (1) time each year. The first observations of the school year for the tenure teachers shall take place no later than April 15.
- D. Observations. Observations shall be conducted for at least one class period, where periods are applicable, or for at least one (1) subject lesson.
- E. Observation Report. Following each observation, a written report shall be prepared on the appropriate forms. A copy of this report shall be given to the teaching staff member within five (5) working days of the observation. The teaching staff member and the observer shall sign the report at a post observation conference held within six (6) working days from the receipt of the written observation and placed in the teaching staff member's personnel file. The teaching staff member's signature shall not indicate acceptance or rejection of the report, but shall indicate that the member is aware of its contents.

ARTICLE XII, Continued

- F. Observations. No formal observation shall be made one (1) full working day prior to or after a holiday.
- G. Evaluation Procedure. The evaluation of a teacher as well as the evaluation procedure to be followed shall be in accordance with statutory law, administrative code and Board of Education policy. Such procedures are published in the teacher's handbook and are incorporated into this Contract by reference.
- H. Working Days. Days when either party is absent from work due to illness, personal or professional leave, will not be considered "working days" as referred to in the above procedure.
- I. Review of Personnel File. A teacher shall have the right to review the contents of his/her file subject to the conditions set forth below. The teacher must notify the Chief School Administrator of his/her desire to inspect his/her file. The Chief School Administrator will establish an appointed time and place for the review within a reasonable period of time after notification. The Chief School Administrator or his designee shall be present during the review. During the review, the teacher may indicate to the Chief School Administrator those items in his personnel file which he believes to be inappropriate or obsolete.

ARTICLE XII. Continued

- J. Derogatory Material. A teacher shall be given the opportunity to review derogatory material concerning his/her conduct, service or character prior to its placement in his/her personnel file. The teacher shall acknowledge that he/she has been extended the opportunity to review such material by affixing his/ her signature to the copy to be filed and returned to the Chief School Administrator within ten (10) days. Such signature shall not be construed to indicate acceptance or rejection of the contents of said document. The teacher may submit a written response to the Chief School Administrator which will be attached to the file copy.
- K. Complaints. Complaints regarding a teacher made to the Chief School Administrator which are used to evaluate that teacher shall be called to said teacher's attention immediately or in a timely fashion. During this discussion, the teacher shall be given the opportunity to respond to the complaint.

ARTICLE XIII

EXTENDED LEAVES OF ABSENCE

- A. Due to a medical disability which is substantiated by a certificate from a medical doctor, a teacher may be granted an extended leave of absence without pay; however, during the period of the teacher's personal medical disability has terminated. During such time of medical disability leave, said teacher shall be covered by existing health insurance and benefits to the extent permitted by the existing health insurance and benefit plans.
- B. The Board need not grant or extend the medical leave of absence of any non-tenured teacher beyond the end of the contract school year in which the leave is obtained.
- C. Nothing herein contained shall be construed to require the Board to grant tenure to any non-tenured teacher.
- D. A teacher may make application to the Board for a child-rearing leave of absence for a period up to one year. Said application shall be made to the Chief School Administrator at least 120 calendar days prior to the commencement of the child-rearing leave. The Board of Education in its sole discretion may deny or grant in whole or in part, the requested child-rearing leave. This request will not be withheld unreasonably. The fairness and reasonableness of the request or its denial may be grieved.

ARTICLE XIII, continued

The Board of Education Secretary shall, upon request, provide the teacher with the necessary information in order that the teacher can take over the payments of insurance premiums and notify the proper persons and agencies of said leave.

ARTICLE XIV

SICK LEAVE

- A. Accumulative. All full-time teachers shall be entitled to ten (10) sick leave days each year. Sick leave for part-time teachers shall be pro-rated. Unused sick leave days shall be accumulative to be used for additional sick leave as needed in subsequent years. Sick leave for part-time and full-time teachers employed for less than a full year shall be pro-rated.
- B. Notification. Annually the said teaching staff member shall be notified of his/her accumulated sick leave no later than October 30th.
- C. Retirement Allowance. Any teacher who has been employed by the Board for twenty (20) or more years shall be eligible for special retirement allowance of \$40.00 per day for each day of accumulated unused sick leave existing on the final day of employment. A mutually agreeable method of such payment shall be established. In order to be eligible for a special retirement allowance, the teacher must provide written notice to the Board not later than January 15 of the school year preceding the school year when the retirement of the teacher first takes effect. If the teacher fails to provide timely written notice of retirement the retirement allowance shall be paid in the next following fiscal year.

ARTICLE XIV, Continued

D. Termination Allowance. Any tenured teacher who is terminated because of reduction in the work force after eight (8) or more years in the District shall be compensated for each day of accumulated, unused sick leave at the rate of \$20.00 per day payable upon termination.

SCHEDULE "D"

EXTRA-CURRICULAR ACTIVITIES

Posting and Application Process:

The Board will post the available position along with the position's qualifications at least two weeks prior to the filling of the extra-curricular position.

Interested and qualified staff members will submit a written application for the extra-curricular position at least one week prior to the filling of the extra-curricular position with the closing date to be set by the Administration.

Filling of Position and Selection Procedures:

The Chief School Administrator shall review the applications and recommend the candidate to the Board of Education.

Demonstrated ability to meet the position's qualifications and satisfactory performance of the assignment are requirements for retention in or reassignment to the position.

TEACHER SALARY STEP GUIDE 1995-96

STEP	BA	BA+15	BA+30	MA
1	26800	27310	27820	28840
2	27200	27710	28220	29240
3	28200	28710	29220	30240
4	29410	29920	30430	31450
5	30400	30910	31420	32440
6	31620	32130	32640	33700
7	32700	33210	33720	34740
8	33555	34065	34575	35595
9	34400	34910	35420	36440
10	35250	35760	36270	37290
11	35600	36110	36620	37640
12	36650	37160	37670	38690
13	37270	37780	38290	39310
14	38300	38810	39320	40340
15	38800	39310	39820	40840
16	39730	40240	40750	41770
17	40800	41310	41820	42840
18	41850	42360	42870	43890
19	43100	43610	44120	45140
20	44350	44860	45370	46390
21	45655	46165	46675	47695
22	47000	47510	48020	49040
23	48300	48810	49320	50340
24	49600	50110	50620	51640
25	51000	51510	52020	53040
26				54500
30	55162			57250
32	56732			

TEACHER SALARY STEP GUIDE 1996-97

STEP	BA	BA+15	BA+30	MA
1	27200	27710	28730	29750
2	27872	28402	28933	29994
3	28288	28818	29349	30410
4	29328	29858	30389	31450
5	30586	31117	31647	32708
6	31616	32146	32677	33738
7	32885	33415	33946	35048
8	34008	34538	35069	36130
9	34897	35428	35958	37019
10	35776	36306	36837	37898
11	36660	37190	37721	38782
12	37024	37554	38085	39146
13	38116	38646	39177	40238
14	38761	39291	39822	40882
15	39832	40362	40893	41954
16	40352	40882	41413	42474
17	41319	41850	42380	43441
18	42432	42962	43493	44554
19	43524	44054	44585	45646
20	44824	45354	45885	46946
21	46124	46654	47185	48246
22	47481	48012	48542	49603
23	48880	49410	49941	51002
24	50232	50762	51293	52354
25	51584	52114	52645	53706

Anyone beyond Step 25 in the 96-97 school year shall receive a 4% increase above his/he last salary.

TEACHER SALARY STEP GUIDE 97-98

STEP	BA	BA+15	BA+30	MA
1	27700	28210	28720	29740
2	28288	28818	29879	30940
3	28987	29538	30090	31193
4	29420	29971	30523	31626
5	30501	31053	31604	32708
6	31810	32361	32913	34016
7	32881	33432	33984	35087
8	34200	34752	35303	36450
9	35368	35920	36472	37575
10	36293	36845	37396	38500
11	37207	37759	38310	39414
12	38126	38678	39230	40333
13	38505	39057	39608	40711
14	39641	40192	40744	41847
15	40311	40863	41414	42518
16	41425	41977	42529	43632
17	41966	42518	43069	44173
18	42972	43524	44075	45178
19	44129	44681	45233	46336
20	45265	45817	46368	47471
21	46617	47169	47720	48823
22	47969	48521	49072	50175
23	49380	49932	50484	51587
24	50835	51387	51938	53042
25	52241	52793	53345	54448

Anyone beyond Step 25 in the 97-98 school year shall receive a 4% increase above his/her last salary.

ARTICLE XV

DURATION OF AGREEMENT

This Agreement shall be effective retroactively to July, 1 1995, and shall continue in effect until June 30, 1998, subject to the Association's right to negotiate over a successor agreement as provided in ARTICLE II. This Agreement shall not be extended orally and it is expressly understood that it shall expire on the date indicated, unless it is extended in writing.

IN WITNESS WHEREOF, the Association has caused the Agreement to be signed by its President and Secretary, and the Board has caused this Agreement to be signed by its President attested by its Secretary, and its Corporate Seal to be placed hereon, all on the day and year first above written.

LOWER ALLOWAYS CREEK EDUCATION ASSN.

Attest:

BY: _____

President

Secretary

LOWER ALLOWAYS CREEK BD. OF EDUCATION

Attest:

BY: _____

President

Secretary